

**MEMORANDUM
PERSONNEL DEPARTMENT
COUNTY OF PLACER**

To: Board of Supervisors
From: Nancy Nittler, Personnel Director
Date: July 25, 2006
Subject: Approve a Side Letter of Agreement with Placer Public Employee Organization

REQUESTED ACTION:

Approve a Side Letter of Agreement with Placer Public Employee Organization (PPEO) regarding the implementation of salary adjustments for the professional engineering and surveyor classifications and approve implementing ordinances for engineering and engineering management salaries.

BACKGROUND

In accordance with the Memorandum of Understanding (MOU) with PPEO, the County reviewed the salary placement of the professional engineering and surveyor classifications.

As previously agreed with PPEO, consideration for salary adjustments must meet one or more of the following criteria:

- 1) Significant turnover
- 2) Difficulty recruiting
- 3) Range or salary compaction
- 4) Internal misalignment with classification(s) with similar responsibilities or duties
- 5) External misalignment with classification(s) with similar responsibilities or duties in the following counties: El Dorado, Nevada, Sacramento, San Luis Obispo, Santa Cruz, Solano, Sonoma, and Yolo

The study conducted by the Personnel Department revealed the following anticipated recruitment/retention difficulties given attrition and a limited labor market:

- Personnel Department research has confirmed that the professional engineering salaries are 9% lower than the average salary for the journey level engineering professional in the comparable counties.
- According to a March 11, 2006 article in the Sacramento Bee, the California Department of Transportation is planning to hire 600 engineers this fiscal year and 200-300 more next year, greatly increasing the already competitive nature of the labor market.
- Many private sector competitors offer signing bonuses of \$5,000 and guaranteed end-of-year bonuses.

- The turnover rate for engineering classifications is higher than the County average and attracting qualified civil engineers through the recruitment process is becoming increasingly difficult.

A side letter to implement salary adjustments of 7.5% has been agreed to by PPEO and is attached for your Board's review and approval. Also attached is a table of the affected classification indicating their current and proposed monthly salary ranges.

In addition to the changes in salary negotiated with PPEO, this Board item also requests your approval to adjust the salary of engineering classifications in the management unit that are directly tied to the professional engineers represented by PPEO. The engineering management classes were also surveyed in the market and found to be as much as 16% behind their counterparts in other public agencies.

FISCAL IMPACT

Departments impacted by this salary adjustment will absorb the additional costs in their fiscal year 06/07 budgets. In the Community Development Resource Agency as well as the Department of Public Works, the additional costs would be billed out and reimbursed fully by the specific project and/or the road fund.

The total cost of applying the salary adjustment to each of the affected positions negotiated with PPEO is estimated to be \$434,000 including associated benefit costs increases in addition to the approximate cost of \$48,000 for the management classification salaries reflecting pay periods four through twenty-six.

ATTACHMENT A**CURRENT****PROPOSED**

| Classified | Monthly Salaries | Monthly Salaries |
|----------------------------------|-------------------------|-------------------------|
| Civil Engineer – Associate | \$5193 - \$6313 | \$5581 - \$6784 |
| Civil Engineer – Senior | \$6012 - \$7308 | \$6461 - \$7853 |
| Engineer – Junior | \$3875 - \$4710 | \$4164 - \$5062 |
| Engineer – Assistant | \$4486 - \$5453 | \$4821 - \$5860 |
| Engineer – Associate | \$4946 - \$6012 | \$5315 - \$6461 |
| Solid Waste Program Manager | \$6461 - \$7853 | \$6628 - \$8057 |
| Special District Program Manager | \$6461 - \$7853 | \$6628 - \$8057 |
| Surveyor – Assistant | \$4486 - \$5453 | \$4821 - \$5860 |
| Surveyor – Associate | \$5193 - \$6313 | \$5581 - \$6784 |
| Surveyor - Senior | \$6012 - \$7308 | \$6461 - \$7853 |

| Unclassified | Monthly Salaries | Monthly Salaries |
|--|-------------------------|-------------------------|
| Director of Engineering and Surveying | \$7479 - \$9091 | \$8057 - \$9793 |
| Assistant Director of Public Works | \$7479 - \$9091 | \$8057 - \$9793 |
| Director of Public Works/Road Commissioner | \$9091 - \$11,050 | \$9327 - \$11,337 |
| Deputy Director of Public Works | \$7123 - \$8658 | \$7673 - \$9327 |
| Deputy Director of Public Works/Land Development | \$7123 - \$8658 | \$7673 - \$9327 |
| Deputy Director of Facility Services – Solid Waste/Special Districts | \$7123 - \$8658 | \$7673 - \$9327 |
| Public Works Manager - Engineer | \$6784 - \$8246 | \$7123 - \$8658 |

**Before the Board Of Supervisors
County of Placer, State of California**

In the matter of: An ordinance amending Placer County Code, Chapter 3, Section 3.12.020 and 3.12.030 relating to salaries in the classified and unclassified service.

Ordinance No.: _____

First Reading: _____

The following Ordinance was duly passed by the Board of Supervisors of the County of Placer at a regular meeting held _____, by the following vote on roll call:

Ayes:

Noes:

Absent:

Signed and approved by me after its passage.

Chairman, Board of Supervisors

Attest:
Clerk of said Board

**THE BOARD OF SUPERVISORS OF THE COUNTY OF PLACER, STATE OF CALIFORNIA, DOES
HEREBY ORDAIN AS FOLLOWS:**

That Placer County Code, Chapter 3, Section 3.12.020 and 3.12.030 are hereby amended as indicated on the attached: (Additions to ordinance shown in underline, deletions shown with strike-through.)

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Effective the first day of the pay period following the second reading.

3.12.020 CLASSIFIED SERVICE

| ADMIN CODE | CLASSIFICATION TITLE | SALARY PLAN - APPENDIX | GRADE |
|------------|----------------------------|------------------------|--|
| 14203 | Civil Engineer – Associate | PROF – 10 | 240 246 |
| 13517 | Civil Engineer – Senior | PROF – 10 | 252 258 |
| 14201 | Engineer – Junior | PROF – 10 | 216 222 |
| 14202 | Engineer – Assistant | PROF – 10 | 228 ^{*c} 234^{*c} |
| 14205 | Engineer – Associate | PROF – 10 | 236 ^{*c} 242^{*c} |
| 14207 | Surveyor – Assistant | PROF – 10 | 228 234 |
| 14204 | Surveyor – Associate | PROF – 10 | 240 246 |
| 14209 | Surveyor - Senior | PROF – 10 | 252 258 |

3.12.030 UNCLASSIFIED SERVICE

| ADMIN CODE | CLASSIFICATION TITLE | SALARY PLAN - APPENDIX | GRADE |
|------------|--|------------------------|--------------------|
| 19813 | Assistant Director of Public Works | MNGT – 8 | 484 490 |
| 17110 | Director of Engineering and Surveying | ADHD – 1 | 636 642 |
| 19928 | Director of Public Works/Road Commissioner | ADHD – 1 | 662 654 |
| 19837 | Deputy Director of Public Works | MNGT - 8 | 478 484 |
| 19844 | Deputy Director of Public Works/Land Development | MNGT - 8 | 478 484 |
| 19865 | Deputy Director of Facility Services – Solid Waste/ Special Districts | MNGT – 8 | 478 484 |
| 19876 | Public Works Manager - Engineer | MNGT - 8 | 469 475 |

**LETTER OF AGREEMENT
PLACER COUNTY PUBLIC EMPLOYEE'S ORGANIZATION**

This is a letter of agreement intended to implement salary adjustments agreed upon between the Negotiating Committee of the Board of Supervisors of Placer County and the Placer County Public Employees Organization (PPEO), for the specific classifications within the professional surveyor and engineers series in accordance with the Addendum to the 2000-2003 MEMORANDUM OF UNDERSTANDING which states:

Effective FY 2003/04, upon the request of PPEO, the County will review the salary placement of up to three (3) classifications each fiscal year for prospective implementation of salary adjustments. The classifications that will be considered must meet one or more of the following criteria:

- 1) Significant turnover
- 2) Difficulty recruiting
- 3) Range or salary compaction
- 4) Internal misalignment with classification(s) with similar responsibilities or duties
- 5) External misalignment with classification(s) with similar responsibilities or duties in the following counties: El Dorado, Nevada, Sacramento, San Luis Obispo, Santa Cruz, Solano, Sonoma, and Yolo

The parties mutually agree that:

- 1) Effective pay period 4 beginning July 22, 2006 salary grades shall be adjusted by approximately 7.5% for the classifications listed below:

Junior Engineer
Assistant Engineer
Associate Engineer
Associate Civil Engineer
Senior Civil Engineer
Assistant Surveyor
Associate Surveyor
Senior Surveyor

- 2) These market adjustments are in addition to any general salary adjustment that PPEO members may receive as a result of collective bargaining.

This agreement is a result of meeting and conferring between the parties and is a full understanding on the above matter.

It is further understood that this agreement shall reflect the effective dates noted herein, although implementation timelines are subject to the County's ability to process the payroll changes.

Dated: _____

RECEIVED
PLACER COUNTY
PERSONNEL

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Dated: _____

COUNTY OF PLACER NEGOTIATING COMMITTEE

Bill Santucci, Chairman, Board of Supervisors

Thomas Miller, County Executive Officer

Nancy Nittler

Nancy Nittler, Personnel Director

PLACER COUNTY PUBLIC EMPLOYEES ASSOCIATION

Kathy Widing

Kathy Widing, Stationary Operating Engineers Local 39
Business Representative

Jerry Kalmar

Jerry Kalmar, Stationary Engineers, Local 39
Business Manager

